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SP CAREER SERVICE BOARD COMPETITIVE EVALUATION GUIDE

Approved For Release 2001/08/07 : CIA-RDP80-01826R000400070009-6

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COMPETITIVE EVALUATION FACTORS AND POINTS

Factor	Other DD/S Components				Office of the Comptroller			
	Admin	Commo	Security	Logistics	Fiscal	Finance	Budget	MRD
Performance	40	40	45	20	10	3	6	30
Potential	20	15	17	20	10	3	6	5
Assignability	20	15	9	-	10	6 3/	6	-
Qualifications	20	20 1/	23	63 2/	10	3	36 4/	45 5/
Time-in-Grade	-	-	6	10	-	-	6	-
Leadership	-	10	-	-	-	-	-	-
Other Considerations	-	-	-	-	-	3	6	-
Totals	100	100	100	113	40	18	66	80

1/ Made up of maximum 10 originality and 10 personality

2/ Made up of maximum: CIA experience 18
Pre-experience 10
Overseas experience 15
Education 10
CIA training 10

3/ Made up of maximum 3 value to Agency and 3 acceptance of career service obligations

4/ Consists of maximum: Time in Agency 6
Time in Government 6
Education - General 6
Education - Special 6
Experience - Budget 6
Experience - Related 6

5/ Made up of 5 points maximum for: (1) Procedural and technical ability; (2) Technical knowledge; (3) Procedural knowledge; (4) Dependability; (5) Industry; (6) Interest; (7) Initiative; (8) Cooperativeness; (9) Ability to get along with others.

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ATTACHMENT 2

FINANCE
~~OFFICE OF THE COMPTROLLER~~
COMPETITIVE EVALUATION GUIDE

	<u>High</u>	<u>Average</u>	<u>Low</u>
1. Performance (30 Points)			
Productivity	15	10	5
Quality	15	10	5
2. Qualifications (20 Points)	20	12	7
Education .			
Training .			
Experience			
Dependability			
Cooperativeness			
3. Potential (15 Points)	15	10	5
Estimated capacities for growth and assumption of greater responsibilities			
4. Assignability (15 Points)	15	10	5
Value to Agency (Versatility and Adapta- bility) Field Service			
Acceptance of Career Obligations			
5. Length of Service (10 Points)	10	7	3
Time in Agency, Government or related service			
6. Other Considerations (10 Points)	10	7	3
Demonstrated skills not otherwise reflected in factors ranked	—	—	—
Total	100	66	33

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